

MCCC News

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Delegate Assembly Tackles Future



MCCC Treasurer Gail Guarino explained at the April 21 MCCC Delegate Assembly the complicated budget process in the next fiscal year with uncertainty about the pending Supreme Court Janus case.

(Photo by Don Williams)

The 42nd MCCC Delegate Assembly went off smoothly on April 21, with about 150 members gathering at the Courtyard by Marriott in Marlborough. The annual meeting is the highest deliberative body of the union. Its major focus is to pass bylaw changes and approve a budget for the upcoming fiscal year.

Budget

Budgeting for next year has been especially challenging because the Janus case is still pending at the U. S. Supreme Court. An adverse decision for unions could seriously impact their income, but with no way of knowing the details, MCCC Treasurer Gail Guarino and the Finance Committee faced an enormous challenge.

The Committee's resolution was to take the unprecedented action of presenting two budgets: one that assumes that the decision makes no changes relative to income, and the alternative budget that assumes we lose all of the agency fee paying Unit members. Around 2000 adjunct faculty are currently agency fee payers, with less than 100 full-time members currently making that choice. The estimated result was a 44 percent reduction for the alternate budget.

Guarino went through the "normal" budget that had small reductions in spending to keep the budget balanced without raising dues. Some discussion ensued, but this budget passed relatively quickly.

There is much uncertainty about what the Supreme Court will decide on Janus—and when. Guarino explained that we know some agency fee payers actually think they

belong to the Union, and when faced with paying dues or nothing at all, will pay the dues. But when the Court decision comes down, it will be in effect immediately, and we have to be prepared. She said, "We had to take the worst-case scenario and plan on losing all of the agency fee income."

To balance the Alternate budget with the reduced dues/fees revenue, severe cuts were made in a number of key expense areas. MCCC financial support for conference attendance would be completely eliminated. MCCC paid release time would be gone also. Salaries for officers would be cut in half. Mileage reimbursement for Union travel would be halved as well. Even with these cuts, this budget would require dipping into reserves in order to stay balanced.

Delegates had a host of questions, and there were many suggestions about offsets as people promoted the value of different expenditures. Guarino explained how much retaining something like one paid course release can add to the dues. In the end, the Assembly voted to retain eight course reassigned sections for officers by taking additional funds from reserves.

She was asked what the Union would do if the Court issues a decision that is bad—but not as bad as expected, and she said that if revenues became better than anticipated, then the Board of Directors could restore some of the reductions. The Alternate budget passed overwhelmingly.

Continued on page 2

MCCC Members Confront BHE

Holding signs and leaflets, MCCC members lined up at the May 1 meeting of the Board of Higher Education held at Middlesex Community College to press the case for settling the DCE contract.

The full-time Middlesex faculty and staff were at the Lowell Campus for a required professional day, but chapter president Carlos Brocato was able to activate a number of adjuncts to press the case. The group was respectful, but tried to engage the board members as they arrived.

MCCC President-elect Margaret Wong and Vice President-elect Rosemarie Freeland spoke during the public comment period. Wong pointed out how important community colleges are and how badly they need additional funding to adequately pay adjunct faculty. Freeland pointed out that she is a Greenfield Community College graduate, and she works closely with students

Continued on page 2



MCCC President-Elect Margaret Wong and Vice President-Elect Rosemarie Freeland spoke to the Board of Higher Education at its April Meeting at Middlesex Community College urging a fair settlement of the DCE contract.

(Photo by Don Williams)

The Award Goes to...



Rosemarie Freeland GCC and Liz Recko-Morrison BkCC were co-recipients of the Donnie McGee Strategic Action Award recognizing their many years of political activity.

Claudine Barnes from CCCC received the Raymond C. Lemieux Award for outstanding service to the MCCC, MTA and NEA. She had the opportunity to address the Assembly and urged unity as the Union faces challenges ahead.



David Iannaccone from MWCC was a co-recipient of the John A. Palmer III Award by MWCC Chapter President-Candace Shivers, the recipient of the Jonathan Butler Award for outstanding chapter president, and MCCC President Diana Yohe



MCCC Secretary DeAnna Putnam from BHCC was a co-recipient of the John A. Palmer III Award. She is pictured here with MCCC President-Elect Margaret Wong and President Diana Yohe.

(Photos by Don Williams)

Delegate Assembly...

Continued from front page

Bylaws

Another major function of the Delegate Assembly is passing changes to the MCCC Bylaws that control the Union's governance. Proposed changes can be minor that yield little discussion, and others can have major ramifications that raise the level of debate. This year there were 12 proposals brought before the body.

A few bylaw proposals did get passed. One (#1) makes provisions for electronic meeting participation in standing committees. Another change (#8) made the runner-up candidates for Part-Time/Adjunct At-large Director positions to be the designated alternates if an elected At-large Director cannot attend a meeting. And another (#10) clarified voting rules by adopting specific Roberts Rules language.

Awards

Another important aspect of the Delegate Assembly is recognizing our members who have done outstanding to the Union and its members. The MCCC has four awards, and all of them were presented this year.

The Raymond Lemieux Award was presented to Claudine Barnes from Cape Cod Community College in recognition of her work as Chapter president, MCCC Secretary, and Day Bargaining Team Chair as well as a variety of MCCC and MTA committee work.

The Jonathan Butler Award for outstanding chapter president was presented to Candace Shivers of Mt Wachusett Community College. In nominating her for the award, MWCC Chapter Director,

Ellen Pratt pointed out that serving for many years as the President of the chapter whose college president was leader of the college presidents put Candace in a challenging position that she excelled at. She defended her members strongly and often brought the MCCC positions to President Asquino directly.

Two members were presented with the John Palmer Award recognizing outstanding contributions by adjunct faculty members. David Iannaccone from Mt Wachusett Community College was recognized for his work in organizing members. DeAnna Putnam from Bunker Hill Community College was recognized for her work with the Adjunct and DCE Grievance Committees as well as being one of the first adjunct members to run for and serve as an MCCC officer.

The Donnie McGee Strategic Action Award was also presented to two members. Liz Recko-Morrison from Berkshire Community College was noted for her strong connections to the Western Mass Labor Council and for her diverse political actions from holding signs to meeting with legislators. Rosemarie Freeland from Greenfield Community College and MCCC Vice President-Elect, was recognized for her many years of political activity. Interestingly both Liz and Rose share the same legislator, Rep. Paul Mark, who has been a lead advocate for public higher education.

Overall it was a productive meeting with all of the major business items completed. It also provided an opportunity where members from across the state could have some social interaction and solidarity building. Something that will be vital as unions face an uncertain future. ■

MCCC Members...

Continued from front page

who need the support of full-time faculty and well-treated adjuncts.

Wong and Freeland asked the Board to intervene on the DCE Contract and urge their negotiators to come to the table with serious proposals to bring the year and a half process to a satisfactory close.

Board members generally do not respond to the public comments, but the labor representative on the Board, former MTA President Paul Toner, did request that they study the financing of community colleges and to look at why they are so dependent on adjunct faculty to balance their budgets.

Berkshire Community College President Ellen Kennedy and Bridgewater State University President Fred Clark gave a presentation on a visit they took to southern New Jersey where Rowan State University incorporated two nearby community colleges into 2-year branch campuses. Renaming the 2-year schools Rowan College at Gloucester County and Rowan College at Burlington County.

The unification provided the community college students with a clear transition into the 4-year programs.

BHE Chairman Chris Gabrielli said that many of the ideas were interesting, especially a smoother transition from community college to university. But he said, "Massachusetts culture would never abide changing the community colleges' independence." ■

MOVING?

Please make sure the MCCC has your correct mailing address.



This affects receiving the newsletter, elections, important mailings and notices.

Call the office at
1-877-442-MCCC toll free
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<http://mccc-union.org/ChangeMyAddress/>

MCCC News



MCCC members lined up outside the Board of Higher Ed. meeting on May 1 at Middlesex Community College to urge Board members to support a fair DCE contract. (Photo by Don Williams)



Senator Elizabeth Warren stood in support with MCCC members outside the DCU Center before her commencement speech on May 18 at Quinsigamond Community College. From left, MCCC Vice President-Elect Rosemarie Freeland, QCC Chapter Vice President Beth Fullerton, Sen. Warren, QCC Chapter President Susan McPherson, and outgoing MCCC President Diana Yohe.

(Photo by Don Williams)

Visit The MCCC Online! www.mccc-union.org

The MCCC website is the best and most up-to-date source for late breaking developments important to Day and DCE Unit members in addition to being a valuable resource for MCCC contact information, bargaining and legislative updates, contracts, committee assignments, bylaws, local chapter leadership, calendar of meetings and events, and the MCCC News newsletters (current and past).

Find links to NEA, MTA and MCCC on Twitter and Facebook. Bookmark the site for frequent referral.

NEWS BRIEFS

MCCC Officers begin terms June 1

Newly elected Union officers start their terms on June 1. The new Board of Directors will meet on June 20 when they will elect three directors to serve at-large on the Executive Committee with the four elected officers.

Sen. Warren at QCC

Speaking at the Quinsigamond Community College commencement on May 18, Senator Elizabeth Warren stood in support with MCCC members. She also made comments in her speech supporting public higher education.

STCC Members Demand President's Resignation

Union members at Springfield Community College held a protest before the May 21 STCC Trustees meeting to demand the resignation of college President John Cook who took office in 2016. Last October the employees voted no confidence in Cook over his policies.

MTA Summer Conference

Registration is open for the MTA Summer Conference at UMass Amherst, Aug. 5-8. Organizing for the future will be a major focus. The MCCC will pay for 2 members from each chapter to attend.

MTA Annual Meeting Elects New Officers

MTA held its Annual Meeting of Delegates on May 4 and 5 at the Hynes Convention Center in Boston. About 1000 elected delegates convened to elect state-wide officers, pass the 2018-2019 budget, and pass various resolutions.

Electing a president and vice president along with members of the Board of Directors from the local associations is a biannual event done in even numbered years. Only elected delegates from the locals can vote.

This year there were two candidates for MTA President and three for Vice president. Sitting vice president, Erik Champy was challenged by Merrie Najimy for president, and Adeline Bee, Peter Lahey and Max Page vied for the vice presidency.

Najimy from the Concord Teachers Association and Page from UMass, running as a slate, both won their elections. They are members of the progressive EDU (Educators for a Democratic Union) caucus along with outgoing president Barbara Madeloni.

The MCCC, as the MTA's largest local, is allotted three representatives to the MTA Board of Directors, and this year

two seats were up for election. Meghan Callaghan (BHCC) and Paul Johansen (GCC) unsuccessfully challenged incumbents Joe LeBlanc (NECC) and Joe Nardoni (MxCC).

Budget debates dominated the Saturday session. MTA is deeply engaged in the Raise Up Massachusetts campaigns especially for two ballot initiatives in November. One is the proposition for a \$15 minimum wage. The other is the "Fair Share Amendment" that would change the state constitution to allow a surtax on incomes over \$1million, dedicating the increased revenue to infrastructure and education. Money was appropriated to support these campaigns.

Also concerns about an unfavorable Supreme Court decision were underlying the budget debate. MTA anticipates losing about 10 percent of its current income if the decision eliminates agency fee. Because K-12 associations are mainly building/municipality based, they have close personal contact with members, and have relatively low numbers of non-members. The same is true for the MCCC full-time membership. However, a large number of part-time MCCC members choose not to belong.

Tiffany Magnolia (NSCC) made a motion to provide \$35,000 to help large locals like the MCCC organize their member record-keeping, and it was seconded by DeAnna Putnam (BHCC). The motion did not pass.

In the end the budget called for a slight increase in MTA portion of annual dues. The amount will vary according to member pay level, but it is about \$2. The NEA will set its dues level at the Representative Assembly in July. ■

MCCC MTA Directors Elected



MCCC Delegates to the MTA Annual Meeting had the opportunity to elect two members to represent the Union on the MTA Board of Directors. The incumbents, Joe Nardoni (MxCC) and Joe LeBlanc (NECC) (above left and right), prevailed over challengers Meghan Callaghan (BHCC) and Paul Johansen (GCC). (Photos by Don Williams)



MCCC News

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The MCCC News is a publication of the Massachusetts Community College Council. The Newsletter is intended to be an information source for the members of the MCCC and for other interested parties. Members' letters up to 200 words and guest columns up to 400 words will be accepted and published on a space-available basis. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. email: Communications@mccc-union.org



Write Us

Letters to the Editor

Only submissions by MCCC unit members will be accepted. Letters should be no more than 200 words in length. The author must include name and chapter affiliation, which will be published with the letter. Authors must provide the editor with contact information in the form of either email address, mailing address or telephone number. Letters will be published on a space available basis and may be edited for length and appropriateness. Not all submissions can be published.

Guest Columns

Guest Columns should be no more than 400 words in length. Columns by authors who are not MCCC members may be accepted. The author's name and affiliation will be published with the column.

Mail to:

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Know Your Day Contract

June 2018

June 1 Applications due for Sabbatical Leave beginning January 1 for professional staff or Spring semester for faculty (p. 27).

Professional staff work beyond the Academic Year. The dates below do not affect faculty.

June 1 E8-Summary Evaluation by supervisor due (p. 58).

June 1 Letter stating preferred work assignment submitted each year to supervisor (p. 50).

June 1 Develop E-7 Form with supervisor. E-7 Form serves as basis of evaluation for the year. E-7 includes job description items (goals), objectives (if mutually agreed), and activities/methods (Appendix).

N.B. Dates may vary depending on the first day of classes. Most of these dates are "last date" standards. In many instances the action can be accomplished before the date indicated.



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